



**DEPARTMENT OF THE ARMY**  
**UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA**  
**1903 HATFIELD STREET**  
**FORT HUACHUCA ARIZONA 85613-7000**

REPLY TO  
ATTENTION OF

ATZS-CG (690-300)

9 September 2005

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Department of Defense (DoD) Priority Placement Program**

**REFERENCES**

- a. DoD 1400.25-M, "DoD Civilian Personnel Manual", dated December 1996, Subchapter 1800, Department of Defense Priority Placement Program.
  - b. DoD Priority Placement Program Operations Manual, dated July 1998.
2. The DoD Priority Placement Program (PPP) is designed to provide the best possible job offers for career/career-conditional and Defense Civilian Intelligence Personnel System (DCIPS) employees who are scheduled for separation or demotion by a reduction in force or who decline a transfer of function. The program was implemented to minimize the adverse impact on individuals affected by consolidations, realignments, and reductions within the DoD.
3. Since the inception of this program, thousands of competent and experienced personnel have been placed in existing vacancies throughout the DoD. The priority placement that is afforded registrants, coupled with payment of relocation expenses, has enhanced the success of the program. The General Accounting Office identified the DoD's efforts to assist displaced employees as the most effective in the Federal government. Surveys have shown that 99 percent of first-level supervisors have been satisfied with employees placed into their organizations through the PPP.
4. Severe budgetary constraints have increased the number of workforce reductions, base closures, organizational realignments and other actions across DoD that result in the need to find placement opportunities for affected civilian employees. The continued success of this DoD program rests to a great degree on the willingness of first-line supervisors and middle managers to accept affected employees in their organizations.
5. This program has my personal support. Your continued support to this program will provide maximum placement assistance to the well-qualified, displaced DoD employees registered in PPP. Our support will ensure that the objectives of the program can be fully achieved and DoD will continue to serve as a model for other Federal agencies in caring for its employees.

**ATZS-CG**

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**6. PROPONENT. Civilian Personnel Advisory Center, 533-5622.**

A handwritten signature in black ink, appearing to read 'B. Fast', with a stylized flourish at the end.

**BARBARA G. FAST  
Major General, USA  
Commanding**

**DISTRIBUTION: E**